

TOP COVER

THE POLICE FIREARMS OFFICERS ASSOCIATION MAGAZINE

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WELFARE SUPPORT PROGRAMME GOING GREAT GUNS!

PFOA UPDATE: SUPPORTING OUR MEMBERS AND THEIR FAMILIES

RECRUITMENT CRISIS: BLAME THE IPCC!

MOTORING: RANGE ANXIETY IN THE BMW I3



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TOP COVER

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Please state your full name and house number and postcode. Gift Aid forms at the office have address/house number and postcode – we have these records in case HMRC want to dip sample that the name on the return is from the bona fide taxpayer! We then do the rest and claim the Gift Aid back which goes towards supporting our colleagues and their families all over the UK.

Thank you!



WELCOME

TO ISSUE 16 OF TOP COVER After recent events in Paris, Brussels and Turkey we are seeing the ripple effect far and wide. There is to be a significant increase in firearms officers nationally. Quite how we are going to recruit this amount of officers is another matter entirely. Firearms officers are highly trained, motivated individuals. Sometimes these officers add to discharge their firearms operationally yet when they do, the starting point for an investigation is often 'what have they done wrong?' There needs to be a change in attitude by the IPCC. Firearms officers are treated worse than criminals post incidents this has to stop if we are to recruit more officers into this crucial role. The PFOA will play its part and do all we can to assist firms who are recruiting.

The Police Federation and PFOA William Support Programme has been running for almost a year now. We have seen a dramatic increase in numbers of officers and their families using the 24/7 support line. This has resulted in many Federations asking their members with additional support provided by the PFOA. The WSP is a success story and one the Federation and ourselves should be proud of. As our new poster on the front cover says, we are here to support you and your families in whatever way we can. Please let us know if we can help you or a colleague. We are only as good as the information we receive. This edition looks at mental health, retirement age and other key areas of your work.

Enjoy the magazine, stay safe, look after each other and thanks for all you do.

Mark

MARK WILLIAMS (EDITOR) mark@pfoa.co.uk

giftaid it



Summer Ball

Saturday 18th June 2016
6.30pm - 1.00am

Hilton Doubletree Hotel
at MK Dons Stadium
Hilton Keynes MK1 1ST

Sparkling wine reception
Three course meal with coffee
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Alternatively to book online please go to the hotel website at www.doubletreehiltonmiltonkeynes.co.uk and input the group code GPF016. You need to book your accommodation yourself! Any questions and to purchase tickets call Debbie on 0945 81354 683880 (PFOA Office)

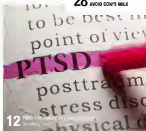
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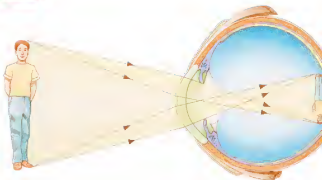
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There has been a great deal of work on police firearms officers providing accurate post incident¹, how the human brain works² and development of cameras and sensors suitable for UK police firearms officers.

Much of the technology makes use of terminology neural sensors and storage similar to biological language: focus, focus and memory. However these things do not work in the same way and we should recognise the benefits of what is on offer through technology to support what humans are doing to keep us safe.

What we see is our minds reconstruction of objects based on input provided by the eyes not a recording of the actual light received by the eyes. This is why the brain can put together the burnt pattern on a piece of toast and you can conclude it is the fact of focus or blur. We conclude what we see and fill in the gaps.

Lately speaking humans have five senses: vision, hearing, taste, smell and touch. All used to detect things in the world we live in and translate that information through electrical signals used by the neurons and across the main part of a neuron and the name of Tarsus technology division) of the brain to let us react, or not, to the things around us.

Central vision uses the fovea (it makes up less than 1% of the retina but allows things to be viewed in high detail) as noted when you do an eyeight test. At best this is 20/20 at the point of focus. Away from the point of focus our eyes resolve only 1/10th as much detail. Not so with the modern digital camera which will record its full field of view in multi pixelated data. The camera can't determine which 'bit' of what it is being pointed at use of sensors so is designed to view and retain as much detail as possible. The eye allows the brain to make judgements about what is happening and the three point, the camera doesn't have that filter and records it all.

Much of this information flows through and is stored in our human memory. I have to think to whole journeys that pass me by. The camera technology allows images and sound to be recorded and stored unaltered, managed, retrieved and shared.

Video stimulation memory. Unaided we can recall 30%, by use of recognition 71%, or as it put me that fires down and after a couple of minutes realise I've watched the film before! You may remember the new Roamer³ four wonder sketch – how many of the other items can you recall? But if you watch the footage it will be further.

Policy on when to view the footage is being progressed by the College of

Biology is not TECHNOLOGY

WRITTEN BY ANDY GRAY
TASER UK

Policing. My personal view is that if you want to know my honestly held belief I can explain that to you but, if you want the registration number of the car behind the subject vehicle, go to the video. The International Association of Chiefs of Police (IACP) recognises that time allows the brain to consolidate memory and UK studies have shown that sleep helps that consolidation and has even been suggested as a reason why we sleep.

Watching the video can cause mood change and influence causing contamination by enhancement you might and most probably will focus on different things. The human memory will be using experience, training and perception of the person or subject but also its movement, surrounding that information while watching to see if it's happened before.

Human strength. Recognition and various patterns of movement, feels levels of resistance, three dimensional, cope well with ambient and coloured light with experience, perception, training and the ability to make decisions.

Video strength. Provides accurate visual and audio recording to enable recognition. It refreshes and helps the witness give a richer more complete and accurate depiction of the incident.

The intention with good cameras, well mounted, is not to trick but assist in filling

The eye allows the brain to make judgements about what is happening and the threat posed; the camera doesn't have that filter and records it all

in the detail so officers can concentrate on what they do well at using, processing and acting on that while the camera captures a wider visual and audio recording.

Maybe cameras should carry a warning that it will record the sounds, objects and movement but not the perceptions, experience, training and decision making process, similar to the coffee shop that coffee may be hot warning on the cup.

Messages for cameras have passed so not be quite as straightforward as expected. The UK does note differences in equipment and tactics, such as UK policing having a routine on a sling which are not necessarily followed elsewhere. Mounting on sunglasses is great in the States not so much so in Scotlandshire.

In summary, if you're going to have a camera and storage solution, get a good one. Get one that works in the direction you're looking. Get one that works with other equipment and software. ■

Andy Gray retired as a police firearms officer after 30 years in June 2012. He now works for Taser and Axon. The views are his own but with thanks to Simon Chatterman NPCC Armed Policing, Kevin Nicholson College of Policing and Adam Smith from the Met for their educated conversations and work on the topics above.

While writing this I have come across some very good work on the areas touched on by PPGA member Gavo Blackledge: *Memory and the Operational Witness*. Police officer recall of firearms encounters as a function of active response role: *Law and Human Behaviour*. Hope J, Blackledge D, Gilbert, F, Sauer, J, D, Lewinski M, Winicki A, & Asak E. "An interesting read: The silent brain. A Neuroscience Explains What Your Head's Really Up To." Dean Barrett.

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'Police Insure continues to go from strength to strength and is always looking to enhance the services and products we supply to our clients,' says Mark Flint, Director of Business Development

'We are acutely aware that once a child of a police officer or member of police staff leaves the education system, leaves the family home, starts work or in any case reaches 21 years of age the Federation's Group Insurance Schemes no longer covers them so we try to help those people

'We have also started to offer cover to officers' wider family and their friends too, again these are people not covered by the Group Insurance Schemes, and we believe there are some great savings to be made.'

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EAMON KEATING

TOP COVER chats to the DPF's National Chairman



EAMON KEATING
National Chairman
Defence Police Federation

How long have you been the DPF Chair? How did you start in the DDP?

I joined the Ministry of Defence Police (MDP) in April 1990, almost exactly 26 years ago. I was 22 years of age and had had a varied career prior to that.

I was fortunate enough to be elected, by national ballot, to the position of National Chairman of the Defence Police Federation (DPF) in 2004.

How many members do you have and where are they located?

Around 90% of the Force are members of the DPF and they are stationed across the full span of the United Kingdom. Historically we have also had officers serving on missions internationally, in places such as, but not exclusively, Sierra Leone, Kosovo, Afghanistan and Sudan.

What are the main areas affecting your members?

Predominantly, in the context of the discussion, the main areas affecting officers are health related, due to operational impacts and equipment issues.

The vast majority of our members are Probation Officers and as such the significant issues day to day are changing forces worldwide, weight of equipment and environmental issues that affect shift working officers who work in the outside environment.

All of this is against a backdrop of working to 65 or older, due to Government pension requirements.



What age do your members retire at?

Our members currently have an upper pension age linked directly to their state pension age, meaning that any retirement from service either will normally involve a significant reduction in their pension...

We have campaigned to reduce this to the same as other police officers (55 years of age), especially as our members are all APCs, but the Government has been explicit in its rejection of these requests.

What are your concerns with this?

I am concerned about the health implications of expecting officers to continue to carry out this role, to the age of 55 or above.

Clearly, age should not be a factor, and we have some older officers who are fitter and stronger than some of our younger officers, but to expect an individual to maintain the levels of fitness and health required to be an APC, carrying in excess of five stone of kit each day, for a career that will span over 40/50 years seems a long stretch to us. I have not met anyone that believes this is the correct age to let officers come to, including MPs and scientists – but I have also met no one willing to change the position.

Our current pension age is linked to our individual State Pension Age.

Do they have to do an annual fitness test?

We do have an annual fitness test. This was designed alongside the one identified for our Home Office colleagues, but has been scientifically set by the Institute of Naval Medicine, after a long and detailed study of our officers' roles.

It involves the use of the Beale Step Fitness Test or an equivalent alternative to attain 90% levels in each individual.

It applies to every officer in the MIDF, from Chief Constable to Constable.

The DFF currently funds PPOA membership for all its members; has this been useful to your members and their families?

The PPOA provides a level of support and professional advice that complements that given by the Federation, but at also extends to family members too, which Federation cover does not.

In addition it gives our officers access to a level of support for its officers on tender positions, such as principle officers, which is invaluable and cannot be obtained from any other group.

Additionally the training and support given to our representatives, sets a standard that is consistently aligned and this ensures the highest level of representation for our members when they need it.

Since engaging with yourselves we have had nothing but positive messages from those members around and the speed with which the PPOA responds is outstanding. Nothing is too much trouble and we are proud to be associated with the PPOA.

What does the future look like for the MCP and the DFF?

At this time there are many unknown factors impacting on British Policing, one of which – for our members, is the maintenance of a Central Infrastructure Policing Service.

That said, the one certainty is uncertainty, and the threat from terrorism, both nationally and internationally, is not going to diminish any time soon. The role our members carry out is now, more than ever, an essential role for National Society...

We need to ensure we are professional and capable in order to meet the ever increasing and dynamic threats facing our country and its people. ■

As I sit here about to put 'pen to paper' and write an article for TOP **COVER** magazine, it is with sadness that I hear of another AFO that has taken his own life and the BBC have just released figures that Police psychological sick leave is up 35% in five years.

PTS

started my career in the London fire brigade and, after 11 years, joined the police service for the last 17 years. I have seen my fair share of trauma and night incidents – no different to the many of you reading this article.

I have always been passionate about the welfare and support of my colleagues. Incoherently described as *colleague whisperer*, the Oxford English Dictionary definition 'Forming confessional or violent alliance in support of a political or social cause', doesn't really accurately describe looking after your colleagues.

Following a couple of incidents that had a particular negative effect on me, I moved from my first job in November 2015, due to ill health following a long-term period of absence for PTSD, so I fit into the above percentages.

Mental health is a very topical subject, both in public life and within the Police Service. I listen to the news reports and Forum quoting them, support or officers signing up to Mind, Blue Light Programme, public health charities, workplace wellbeing and how they are handling mental health issues.

Has anything really changed? I doubt it very much. I can only speak from my own experience as I worked through the processes, long waiting and numerous medical appointments to finding out all health treatment.

The NPIU lead for police wellbeing openly admits cultural changes still exist within the police service. My motivation for writing this article is to raise awareness around Mental Health in the police service. At the end of my decision made by a supervisor, line manager, HR or Occupational Health.

the best in a
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department there is a person and, more importantly, a family that has to deal with those decisions that are often made by supervisors with little or no experience in dealing with MH in the work place and often under pressure for their respective shift/departmental performance.

More work needs to be done in training staff at all levels in recognising officers who are struggling with MH, MH first aid and evaluating 'signs' which, unfortunately does still exist. As firearms officers we are all guilty of not sharing our feelings and having a 'jam knuckle down and get on with it' attitude.

'We are not all happy nervous, Walter Miley characters' all of those words I have heard repeat described as threatening to place an officer on an action plan because their performance has slipped only compounds the officer's poor performance. Supervisors should be looking at the reason why.

Like most officers with PTSD I didn't even realise I was affected. I thought after my first episode of PTSD and treatment that I was cured. To me it was normal not looking forward to going to work, sitting around the canteen table with other officers moaning about the fact and that as happens in most police canteens. It took that one extra deployment and some incidents at work to be 'the voice that broke the candle back'.

But I have found as things progressed my original treatment was only partly successful – as APOs we are paid and work hard for a firearms permit and do our utmost to keep it.

Most forces' APO firearms medicals health screening are done poorly. That is far too long – in my opinion yearly 'downloading' of an officer should be the minimum requirement along with MH screening. To offer the option and penalising an officer will take advantage of this, is not reasonable as for a responsible employer it should be a requirement. We are all required to pass fitness tests, qualifications checks etc.

There is still a stigma to having your firearms permit and being removed from the firearms team.

A long term sick officer seems to become a burden to supervisors who are already trying to balance their resources. How about creating a 'holding shift' force wide, similar to a holding

platoon for long term sick, adopted by the military, with specially trained line managers and supervisors, welfare, counselling, and physio support.

Peer support, why not use other officers who are ill, to support others? I know I get a great deal out of helping other officers suffering from PTSD and mental health issues.

Posting officers that are long term sick on to operational shifts just to balance the books creates more work for others. It prevents others taking leave, costs more in overtime and makes those suffering with a MH condition feel like they are letting their colleagues down.

Another issue I found with PTSD is good and bad days. Because I don't want to answer the phone to work or talk to my supervisor doesn't mean I

More work needs to be done in training staff at all levels in recognising officers who are struggling with mental health, MH first aid and eradicating 'stigma' which, unfortunately, does still exist.

am struggling with the force, it partly means today I am struggling.

Putting an officer on a generic action plan for a sickness they are already complying with and have no control over does not help with the person as officer with MH is already experiencing and most certainly will not get that officer back to work.

I fully accept sickness levels are rising within the police service and it does need some managerial input and enforcement. However a one policy catch all approach does not work and I would agree

contributing to the officers poor condition. Another area that is overlooked is misconduct. In the firearms arena members of the public who are chased or emotionally or mentally distressed are not expected to touch the way a person in normal circumstances would act, and

considerations are put in place to allow for this. Why is a police officer suffering from a mental health condition treated any differently to that member of the public?

An officer with a MH condition who ended up in custody would fall under the criteria of the appropriate adult scheme. Yet, under Police Misconduct investigations, officers do not seem to be afforded that benefit despite guidelines being in place.

I am aware of at least one force professional standards department that has received judge's recommendations to train their investigators in MH awareness following a misconduct investigation into the conduct of an officer.

At some stage during a period of sickness through Mental Health, the officer will read that their telephone of dipping in and out of consciousness, as well as out of control. Forces are very good at restricting incidents to protect the officer but they need to be mindful. When I am in a state of crisis, emotional and vulnerable, do I really want to see a supervisor and officers I have worked with?

During my longest as my shoes are still owned by a colleague, followed by the words of 'come on mate, let's go to hospital' then placed into the rear of a police vehicle, the very same vehicle I have placed a number of persons in previously when they have been arrested. Triggering memories you spend your days trying to forget.

Police pensions seem to be constantly under review and are being amended and contributions increased affected officers, but I have found going through the process around mental health issues and the ill health retirement regulations very little has changed as has been improved.

Pension administrators in my experience are members of police staff sitting on huge budgets who have a poor understanding of mental health and seem to be poorly managed as police pensions in a specialised area. They are often left unsupported and unchallenged and it is their interpretation of the police pension regulations and their personal view of an officer's situation that creates ignoring medical evidence supplied from health care professionals, there is no safeguarding or cross checking of the pension administrator's decision.

This attitude is very harmful to the

officer concerned and their family; the process is very slow and expensive. A much needed overhaul of all health prisons regulations is required.

A freedom of information request undertaken in two years by old force spent £71,151 on police medical appeals boards – money that could be spent on operational policing.

Chief officers need more control and to be allowed to make decisions about their workforce.

It took over 18 months for me to progress through the system from when the FMA made their decision that all health prisoners was his recommended opinion. During that period I had no support from occupational health and supervisor contact diminished as time progressed, constant battles with pay reviews. In total during the process I had medical consultations with 6 consultant psychiatrists, 1 GP, 1 PMA, 1 SMT, 1 approved social worker and numerous MH staff – every time bringing up the

incidents that had made me ill, often leaving me in a distressed state with no safeguarding put in place, leaving my family to pick up the pieces and cope somehow. You start to feel isolated and a problem to the force.

It is important that forces take into consideration the 'cost' of their officers at point of retirement: this can affect an officer tremendously. I received two weeks notice, was asked to hand my warrant card in at the local police station and my certificate of service was sent in the post. When I was out in the big wide world, although it was the correct option for me, the first three months was horrendous – I think we become wrapped up in the protection of the organisation.

I really do think support should continue after retirement and I would be keen to see some kind of 'police charter', the same as the military charter promoted by law for the continued welfare of officers.

People have often asked me, "Why should I join the IPCC, nothing will ever happen to me?" Let me tell those of you who think it will never happen to you, you should review your decision. If you asked me two years ago if I would be suffering from PTSD and retired from the police service, I would have disagreed.

It is an excuse I am under treatment from the NHS along with the appropriate safeguarding they put in place. However the IPCC has been available looking after my family; it is comforting for my wife and me to have that friendly advice, help and assistance in only a phone call away.

The Government has substantial funding for additional resources and uplift in police finances. I wonder how much of that funding has been put aside to deal with welfare and trauma related MH injuries. ■



MOTORING

ECO ELECTRIC

WRITTEN BY MARK WILLIAMS

"I was amazed at just how quiet a car is without the sound of an engine."



Having had a little sibling, from now I have decided to resurrect the motorway sections. Some said it was turning into a car magazine, some thought it was the oldest selfishly indulging in his passion of faster wheel fun! Well all I can say is that this is definitely not a car magazine, so it's time for an update on cars I have driven, owned and just looked at.

I have recently had my first 'electric' experience on the BMW i3. Landed to me for five days by Park Lane, I collected the car from London and drove the vehicle back to PPGC HQ on what electric was like and the back-up petrol tank. I was amazed at just how quiet a car it was with the sound of an engine. OK, there is still some road noise from the tyres, and a little wind in motion at certain speeds but overall it makes for a relaxed driving experience. Well,

when I say relaxed that is up until the range anxiety sets in! You see that is the problem with electric cars, not all have the range of a Tesla, that costs more as much, and not all will have the back up of a small petrol engine to get you home. You really have to plan your trips. The i3 has an electric range of up to 99 miles if you drive it sensibly. On the model I drove this is backed up by a small petrol engine, from a BMW motorbike on that one, that extends the range to about 186 miles. I then had the car around where do I recharge the car. The normal plug in at home takes about 8 hours to fully charge – you can get faster chargers. The car itself was well equipped, safe and very happy 0-60 in three and 7.4 seconds and I have no reason to doubt that, it's strange when you accelerate away to near silence. I have read up on the Teslas and some of them do 0-60 in 3.2 seconds... faster than a 911 Turbo!

Would I buy an electric car? The pay is not on that at present. I am a petrol head and like the sound of an engine. Diesel, albeit fast and economical, don't usually sound particularly great, and performance petrol engines sound awesome but cost a small fortune to run. The BMW i3 is a good car, it's practical and safe whilst at the same time being quiet and efficient. There is no doubt if you commute under 30 miles a day and don't use the vehicle for long runs you will save a small fortune in fuel. The downside however is the initial cost, although you can lease/finance here from BMW and the rates are as low as I could have a car laterally just for town driving and for a trip to the shops I would go electric... of course if you want absolute performance electric, then go down to the Tesla dealership!



CLEARLY VINTAGE

WRITTEN BY MARK WILLIAMS

as are my passions. I don't drink (very much) and I don't smoke. Ever since I was a kid, going round the car showrooms in Woking, helping myself to the latest brochures, I have been united with them. I have also now returned my garage to its former glory, as a garage, following the move into Chertsey Palace Station by the FPGM. With this new-found man cave I decided to enter back into the classic car market. I have just bought a 1987 blue year I joined the (left) BMW E28 520i. Laid. Founded in November and this little machine has covered a paltry 54K miles from new. She is quiet and I quite simply love her. I have had all the wheels refinished, and have changed the pads and discs all round. She has a straight six engine producing 128 BHP resulting in a 0-60 time of 8.6 seconds and a maximum speed of 113mph, which seems positively slow compared to a modern day 2.0 litre car. petrol or diesel. On the road she drives very smooth and soaks up the bumps well on the very bumpy few roads. The interior is immaculate, and even comes with central locking, electric front windows, power steering and a manual start-off. For some time now I have been a big fan of protecting the front end of my cars with 3M paint protection film. The guy who does this for me is Ben Robinson from Ultimate Auto, Cambridge. With the E28 I have looked at a windscreen protection film, ClearPlex, which basically protects the screen from cracking or shattering. This is important, particularly on an old car as mine has the original screen, which keeps the car original. The screen is also tricky to replace and the surrounding chrome trim would have to be replaced due to it inevitably being damaged during the process of replacement. I took the car to Ben for this new technology which is also used by NASA, so if it's good enough for a spaceship it's good enough for my 1987 BMW saloon.

ClearPlex requires skill and patience to fit. Ben has been doing this for years and quickly gets to work thoroughly cleaning the screen and removing quite a few small chips. This is not a problem, and highlights the permanent windscreen take on cars. The screen is cleaned, washed, and then cleaned again. The ClearPlex is then cut to size and then removed. Plenty of water is used whilst it's put into place, and removing is performed with a very sharp blade. After expertly getting the fit perfect Ben then smooths the ClearPlex onto the screen. I thought this was the final fit, but he then removes the ClearPlex and carefully peels back the backing to reveal the 'sticky' side. This is then placed back on to the screen and the final fitting is carried out using a plastic spatula type tool. The posterior part of the process then comes into its own. Any little speck of dirt will show up on the ClearPlex, so Ben has to peel back the ClearPlex, clean and then refit again. The result is brilliant. Basically you can't see the ClearPlex, which is good obviously, but the additional protection it gives is very reassuring.

This new technology is available for all vehicles. I have had my new Audi done as well as I want to avoid a chip/crack on a windscreen, a replacement screen, and the excess that goes with it. The cost for the ClearPlex is around £200, which may sound expensive, but, by the time you take into account a windscreen excess or two, the inconvenience of a cracked screen and the additional protection the film gives to the occupants of the vehicle it's good value. It would be interesting to see how many windscreen are replaced by the police each year, and how many could have been avoided by having ClearPlex fitted. ■





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A LITTLE KNOWLEDGE

A person involved in a traumatic or life-threatening encounter will often experience a range of physiological and psychological responses, which may determine their perception of time, distance, auditory and visual stimuli and the chronology of key events.

WRITTEN BY DAVE BLACKSIDGE



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This may affect their ability immediately after the incident to recall what may be important detail. When, over time, officers recall further information, this should be recorded in a further account. Excellent advice as we know, contained within the Forensic Approved Professional Practice (FAPP), is: 'successfully supported and well considered'.

Now imagine that 'Pete Lockside', a senior police officer from your Force informs you that they alone will decide if you have provided sufficient detail within your initial notes. Yes – your own private recollection of a lethal encounter account.

Oh, by the way, this same senior police officer will also determine whether you, as the firm, can be allowed to watch your own body worn video (BWV). Yes, that's right – they alone or in consultation with other senior managers will assess the quality of your initial account and make this all

upward access to your own BWV.

Heaven – are you puzzled, or more rather concerned?

Don't you think that such a proposition is, in many regards, rather more draconian than the compelling power given to the IPCC?

Now, instead of compelling officers to attend interviews and face questioning, your Force may try and compel you to provide more information to investigation teams.

How supportive of them?

One very important question that we should all consider is simply this: if the Approved Professional Practice currently states that threat and reasons may affect their ability immediately after the incident to recall what may be important detail, how can any senior officer judge, let alone accurately appraise to what should or shouldn't be the essential contents of a witness account?

Any suggestion by senior police officers that they alone will compel officers to write more details in initial accounts is some kind of hegemonic clap for viewing BWV, really strikes at a great example of a little knowledge can be dangerous.

Is it the case that such policy would require every senior officer to document his or her personal opinion of the quality and quantity of each KPW's evidence within all initial accounts. Thus senior officers knowingly or unwittingly create the

T CROSS POLICE



CAN BE DANGEROUS

evidential chain as decision makers ... unless of course they choose to avoid recording their rationale and decision-making processes, what then?

Telling a witness that they must provide greater context within witness accounts is a crucial detail within the investigation of any Article 2 (DSI) investigation. Let's not forget one purpose is to ascertain whether a crime has been committed, with a view to the possible initiation of criminal proceedings against officers. Witness credibility is vital in DSI events as we are on the cusp of a new era where the KPW accounts may become underwritten by a senior officer's own personal view?

Let's face it, every note and statement, comment and suggestion will be scrutinised and poured over by legal teams. Under the Criminal Investigations and Procedures Act 1996 (CIPA) every police officer engaging with the KPW's about more context must listen, record and reveal all information that may be relevant to the investigation.

Will this now include those personal rationale for why they believed an officer's notes were not detailed enough, or just why they advised officers to provide more information to investigation teams?

Oh yes, it will!

All material of any kind, including information and objects, which is obtained or generated in the course of a criminal investigation and which may be relevant to the investigation must be retained i.e. anything which has some bearing on any offence under investigation or any person being investigated, or to the surrounding circumstances of the case, unless it is incapable of having any impact on the case (CIPA, 1996).

Each and every intrusion by a senior police officer into the construction of a witness statement has a great potential to be used by lawyers and the media to undermine the veracity and credibility of their own forensic officer under cross-examination at court.

Inquest lawyers will potentially be rubbing their hands together with glee, eagerly anticipating any 'new and insightful opinion' senior police officers may provide to construct new arguments or suggestions. "Superintendent, please tell us just why did you think that the facts account was insufficient when they made their initial notes? Please feel free to tell the jury just why your officer needed to write more detail." You were clearly concerned that they were withholding information

and that is why you did not allow them to view their BSV, isn't it?

At some stage the fact that an internal review of evidence was undertaken by your Force will be discovered and it would be ludicrous to believe that each and every KPW would not be asked about this specific point, what was said to you – what was discussed with whom and why?

At the time, you may have originally chosen not to disclose several confusing moments of uncertainty that you struggled to accurately recall on the night of the incident. Perhaps these may have related to the subject's movements or the position of a perceived weapon.

You subsequently made your statements based upon sound independent legal advice to safeguard your personal interests. Remember that this is your right as law when under investigation. A Coroner or Judge will respect the relationship and the sanctity of legal professional privilege, specifically the protection it affords witnesses.

Now contrast this to a senior police officer giving you their personal advice on just why you should increase the content of your notes, everything you discuss with a senior officer will

LINE DO NOT CROSS

become discreditable, in total contrast to the protected legal independence that your solicitor afforded you.

Perhaps within the APP we may in future see a 'designated witness adviser role' or perhaps a 'quality assurance judge' the analogue for all memory issues experienced by KPWs?

Some readers may reflect that perhaps a PwC's desire to mislead manages and influence the content of KPW notes is more an attempt by senior officers to appease the IPCC and a supposedly 'concerned public', thereby deflecting criticism from an apparently uncooperative police service.

Some generous and benevolent KPWs may consider that any management intervention within the note writing process should be viewed as some welcome addition, since bringing the astute and judicious thoughts of senior police officers can only be of unalloyed benefit.

In contrast, some readers may think that any suggested intervention of senior officers into a legally privileged note writing process reflects a breathtaking conceit. Whatever your view, interfering with the content of a KPW's account is in my mind 'muddled thinking' and should be very concerning to every firearms officer within the UK, since it potentially undermines the very essence of the APP's advice upon the vulnerabilities of memory and witness accounts.

Remember legal statements are provided for many different reasons, and the quantity and quality of evidence will vary depending upon the specific circumstances of the witness's story, or their desire to reveal aspects of a memory which may be very incomplete and sketchy at best.

Notes and statements for many KPWs may be written defensively – officers use them to justify their actions – if errors in the notes phase have been made, then the certainty that those witnesses will experience within this process is enormous. So why exactly should senior officers be encouraging KPWs to provide more details?

Without any empirical research to recommend any new approach, senior police officers would be wise to reflect

interfering with the content of a KPW's account is in my mind 'muddled thinking' and should be very concerning to every firearms officer within the UK

upon any new proposed changes relating to the suggested influencing of the KPW's witness account. Ultimately these senior officers may find themselves a rather reluctant witness as inquest, if not a full-blown hostile witness in the minds of the very officers they believed they were helping.

Conflicting views about the quality of officer evidence may have significant consequences for many types of KPWs, not just the fire and witnessing officers, surveillance, briefing and intelligence officers would also be abhorrently vulnerable to any management commentary about the details of their personal accounts.

Remember, where any perceived error in spontaneous planning or briefing leads to death, police officers within the decision making chain can and do experience extensive stress,

depression, anxiety and a myriad of other psychological ill health issues.

For some individuals, guilt and self-blame are very common with some officers questioning their own judgements rather than identifying their role as being part of a collective system that may have spawned the error.

The potential criminalisation of memory errors and human judgements may be fully justified in circumstances where individuals have acted recklessly.

However within the majority of firearms incidents professional resources are directly related and anchored to personal expectations of the intelligence surrounding the subject or event.

Senior police managers would be well advised to allow investigators to get on and investigate without inserting themselves into an evidential chain. Suggesting any desirable content of key police witness accounts is unnecessary and a potentially dangerous practice.

Are we approaching a time when all firearms KPWs are to be portrayed as 'unreliably vulnerable individuals' incapable of adequately justifying their actions without the direct intervention of a more knowledgeable and ready experienced 'quality assurance manager'?

Let us all hope that such a day never arrives! ■

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FEATURE

Learning to Live in the Here & Now



Just about all of us go through times in our lives when anxiety, stress, worry or low mood can strike us.

Modern life, in particular with its pressures and pace, often seemingly ever-increasing scope (or even the most resilient among us) can be affected to some extent. Many of the time we find ways to manage these symptoms but, if anxiety escalates into panic attacks, worry into phobias or low mood into serious depression, we may need some help from professionals who can help us overcome the more extreme effects of life's challenges on our health and well-being.

PTSA, together talked to Tom Murfit of Oxford CBT, an accredited Cognitive Behavioural Therapist with 15 years' experience of treating both adults and children for skills and techniques to allow them to overcome a variety of problems and move forward with their lives.

Tom, what exactly is CBT?

Cognitive Behavioural Therapy, or CBT, is a time-limited therapy which can help you achieve significant results within 8-16 sessions. CBT sessions focus on identifying solutions to problems you are experiencing in the 'here and now' by recognising the relationship between thoughts, feelings and behaviours. Your therapist will help you identify and change the way you think and respond to situations, allowing you to overcome difficulties and meet your goals.

What evidence is there for the effectiveness of this therapy?

There is a substantial evidence base for CBT. It has been scientifically tested and found to be effective in hundreds of clinical trials for many psychological difficulties and is recommended by the National Institute for Health and Care Excellence (NICE).

What can we expect when starting CBT?

Your initial assessment will involve gathering information about your current difficulties and the impact these are having on your life and your goals. Following this, treatment sessions last for 30 minutes, during which you will learn specific skills and techniques to help you make practical changes in your life. To help you to gain the most value from each session, homework tasks are agreed so that you can practice and build on the skills you have learned.

What particular problems can Oxford CBT help with?

We provide evidence-based interventions to help people overcome depression, stress and worry, panic attacks, specific phobias, Obsessive Compulsive Disorder (OCD), social phobia, health anxiety, insomnia and sleep difficulties, eating disorders, and pain and injury management.

There has been a lot of media attention recently around 'Mindfulness' to help with stress and anxiety. Can you tell us a bit about this?

Yes, indeed. Many of our clinicians can also teach you mindfulness techniques, these help reduce stress by learning to focus attention on the present moment. In sessions and classes we teach techniques which help people to develop an awareness of their internal world (thoughts, feelings and sensations). With practice mindfulness helps people to notice their mind wandering to either worries about the future or memories about the past and bring themselves back into the present moment using their senses. This learning to live life in the moment tends to make our experience more pleasant and enjoyable.

Oxford CBT offers therapy face-to-face, by telephone or by Skype. Clinics are located in Oxford, Banbury andicester. If you would like further information involving or would like to find out if CBT can help you or your child, please get in touch with CBT directly:

Tel: 01865 930077
email: info@oxfordcbt.co.uk
or visit their website:
www.oxfordcbt.co.uk



WRITTEN BY TOM MURFIT

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Closing Date: 15 May 2016



AROUND AND ABOUT

DORSET POLICE POST INCIDENT EXERCISE

WRITTEN BY MARK WILLIAMS



For many years now I have had the pleasure of being invited along to Dorset Police HQ to speak about all manner Post Incident. In the early days I went along as the COH9 Red Rap accompanied by a principal officer (now Key Police Witness) and Steve Howson, then Kent Police Command Training, now Dorset PFOA Training. It was always impressed in the large room we got in the lecture theatre, on most occasions over 60 officers and police staff. Dorset has also supported the PFOA from its inception and Mark Bruce, the PFOA Co-ordinator, has always been present at our AGMs and flowers spending the PFOA's word amongst his colleagues.

On my most recent visit accompanied by Steve Howson, we found ourselves involved with a Post Incident course organised by Inspectors Pete Brownway and Heather Deary who are PIM co-ordinators for Dorset. Both are operational officers and have attended several events organised by the PFOA around welfare and PIM issues. This was the fifth – and last – days exercise and we were being asked to critique the day's events and feedback any observations we had.

The day started in the classroom with a healthy introduction including officers from firearms, Police Federation, surveillance, custody, OH and PSD. Peter went through a number of topics including the rules and responsibilities of those involved in a Post Incident investigation, conferring, accounts and body worn video. There was much discussion around key areas, particularly where it affected the welfare of those involved. I was impressed with the common desire for all present to put welfare first. This included the PSD. The Federation Rep on the day was Steve Pedence who is PIP trained and provided structured and vital input from a Federation perspective.

After a morning of healthy discussion the afternoon found us outside observing a firearms incident. This consisted of ARV crews dealing with two armed robbery suspects in a vehicle. As a result of one of the occupants actions the ARV officers discharged their firearms. The group then retired back to the classroom where the four stages of accounts were discussed and firearms issues. This again led to a healthy discussion, with the firearms officers present, around segregation, conferring and welfare support.

Dorset are fortunate to have a good OH department available to officers post shooting. I then explained the PFOA role and where we come in with regards to support for families post shooting. Whilst on this subject it's worth mentioning that when there is a police shooting we would not ordinarily 'deploy' as the initial stages should be taken care of by the PIM, Federation and OH. However in the event of a terrorist attack, such as Paris or Brussels, we do have the ability to deploy a team of up to ten TRIM and NLP trained personnel to assist forces.

It's always a pleasure to visit Dorset Police; they come across as very much a family force. I would also congratulate them on the investment they make in providing their police officers and support staff with information and training around Post Incident. This is an area that goes forgotten about around the country, and often only gets the time and investment it deserves after the 'haze' has faded. ■

Dorset Police



WHY YOU NEED TO AVOID COW'S MILK

Most people are still labouring under the misapprehension that cow's milk is close to the perfect food.

Even more people, including health and medical professionals, are still promoting a glass of 'milk-white goodness' as essential to health and vitality especially in the very young and the elderly.

If you are one of those people, and actually care, even a little, about your health and wellbeing, you may want to spend just a few minutes reading the following article about just how detrimental to your overall wellness good ol' fashioned cow's milk can be.

Marketing and myth are great ways of promoting something, which really has no benefit to us whatsoever, but when has that ever stopped us believing it? Cigarettes, for example, were once prescribed by doctors to help alleviate bronchial problems. Even further back doctors would spit into wounds as they

believed that saliva had special healing properties.

Milk being good for us is just another one of those urban myths...

Before we get into a few of the facts about what milk consumption does to us, consider these two statements:

- Why are we the only animal on this planet that thinks it's good idea to drink another animal's milk?
- Why are we the only animal on this planet that consumes milk: passed infancy, well into adulthood and throughout the rest of our lives?

No other mammal on earth drinks another mammal's milk! Or even their own milk past their infant infancy period... so why do we?

COW'S MILK IS FOR COWS

Let's start with the obvious shall we? Just as human milk is specifically designed to nourish human babies, cow's milk is specifically designed for calves. Its composition and rate of fat and protein is completely different. For example cow's milk contains on average three times the amount of protein than human milk.

In fact, it should not surprise you that each mammal has its own specific 'type' of milk. Consuming the wrong milk causes metabolic disturbances in humans that have detrimental health effects, including bone health consequences.

BONE HEALTH

Of course we need milk for the calcium don't we? Milk helps keep our bones strong, especially as we age, right?

Well, part of this 'fact' is true... we need calcium to help build and maintain strong and healthy bones, however

countless studies show that drinking cow's milk actually fails to protect bones from fractures and are counteracted by these studies that now show it can actually increase fractures.

One such study concluded "Consumption of dairy products, particularly at age 30 years, was associated with an increased risk of hip fracture in old age".

The reason behind this is quite simple – cow's milk is acidic! When consumed it triggers a protective reaction in our bodies to balance our natural pH level to protect vital organs such as the kidneys and urinary tract against this acid environment.

In order to do this it releases calcium back into the system to neutralise this acid – this calcium comes from the bones, so it completely counter produces!

MILK INTOLERANCE

As already mentioned we, as humans, were never designed to drink cow's milk and in a world over 75% of the world's population is reported to be 'lactose intolerant'. Lactose being the sugar present in milk.

In order to process, breakdown and therefore utilise certain foods, and in particular sugars such as lactose, we need



WRITTEN BY JUSTIN CONWAY
www.gonutrition.com



in have specific and particular enzymes present in our digestive system. Lactase is the enzyme we need to break down milk sugar — and guess simply we don't have it!

Not only this, but it is also 'postured' which tells every good (as well as bad) bacteria in the milk which pretty much renders it a 'dead food' which the body can do very little with.

The problem that comes up with it is that any food source that we can't tolerate will cause the digestive system all sorts of problems, such as bloating, cramps, IBS (Irritable Bowel Syndrome), excessive gas, etc. What's more, the more we consume over a longer period, the worse these symptoms become.

Excessive stress on our digestive system prevents it working properly. The main function of this delicate system is to provide nourishment from our foods and eliminate waste products which can become toxic if not removed properly.

It should be fairly obvious then, that if milk is interfering with its function, the digestive system problems will lead to other health issues, including skin problems like spots, acne and allergies.

A 2007 study carried out by Harvard School of Public Health showed a clear link between those who drink milk regularly and suffered with acne. It has

been shown that eating foods with a high glycemic index and drinking milk was only associated an acne breakout, but in some cases triggered it too.

When drinking milk, some people feel that their throat is coated with a thick mucus and this in turn causes a runny nose and coughing. The temperature of the milk (cold from the fridge) can also cause coughing. Furthermore, children struggling with milk allergy have been known to develop symptoms similar to asthma.

More severe health conditions like weight loss and even malnutrition have also been reported by people who consume average amounts of milk and has been linked to conditions such as arthritis due to joints becoming inflamed.

A BOVINE BREW OF MAN MADE INGREDIENTS

We should all know by now that we should be reducing and eliminating all processed foods from our diets if we really want good health.

Will cow's milk, far from being pure, is one of the highest processed food sources we have, and was recently described as 'a bovine brew of man made ingredients'.

Not only does it come mainly from grain fed cows, which could also cause problems for those people who are wheat or grain intolerant, but the toxic pesticides from food that cows ingest also make their way into the milk, which humans unknowingly consume. Milk is also literally loaded with a cocktail of artificial hormones (given to the cows in order to keep them lactating), a wide array of antibiotics (as you can't sell milk from an infected cow) and genetically

modified organisms, to name just a few of the dangerous additives.

Antibiotics in milk will do a pretty good job of killing off your good, friendly bacteria needed for health and protection against infection so are best avoided in all cases.

Studies have also shown that the artificial growth hormones present in cow's milk also make it behave as a cancer accelerator. IGF-1 (growth hormone) is not destroyed in the pasteurisation process nor during human digestion and is therefore biologically active in humans, being associated with breast, prostate, and colon cancers.¹

ALTERNATIVES

With the results from these types of studies becoming more common knowledge there are the most alternatives available from supermarkets and your local coffee shop to help you avoid cow's milk in your nutritional intake if want to help really improve your health.

So why not ditch the chemical cocktail of cow's juice and substitute it for a far healthier dose of Almond, Soy, Hazelnut, Rice and many other forms of 'milk' substitutes or, of course, ditch it altogether. ■

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PFOA WEARS

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WRITTEN BY MARK WILLIAMS

For some years now Haix, the German shoe manufacturer, has supported the PFOA through advertising in **TOP COVER** magazine. I first 'discovered' Haix whilst at the Emergency Services show in 2012 and was really impressed with their quality and durability. This led to myself and other PFOA members testing some boots and writing about them in the magazine. I wear my Haix boots or trainers most days, whether at work walking the dog or washing the car. They are a first class product, extremely comfortable and handwearing. In July this year whilst on a well earned trip to Munich with Mrs. Williams we took the opportunity (well I did, not sure this was what Mrs. Williams thought the weekend would be about) to visit the Haix factory in Mannheim and meet up with the owner Ewald Heimerl and Simon Ash the UK Sales Manager. Over lunch we discussed the possibility of the PFOA becoming a Haix retailer in the UK. There were a number of reasons for this, which I will elaborate on later, but I am glad to say that they agreed that the PFOA could sell Haix products.

We have looked at the range that Haix offer and have carefully selected 'shoes' that reflect the work police officers carry out and what you might want to wear all duty or whilst engaged in plain clothes work. Why Haix? I have seen first hand the manufacturing process, the materials used and the quality of workmanship. All Haix products are supremely comfortable from day 1. The products we have selected are Gore-Tex and therefore suitable for all aspects of police work as well as leisure activities. Haix also design their footwear to improve the working posture which in return lessens the risk of back and feet problems.

The products we have selected are not cheap, but as they say, you get what you pay for! However we recognize that spending over £100 on trainers or boots is a considered purchase. With this in mind we have set up a 'buy pay' facility for PFOA members and their families. Orders can be made through the PFOA Office where you can take advantage of paying for your boots, shoes or trainers over three months by credit or debit card payment. Your purchase will be sent out by courier to your home address immediately after the first payment is received. We will then arrange with you a convenient date for the two further payments to be made, this could coincide with your pay day.

ABOUT HAIIX Innovations, High-Tech Production, and Shoemaker Know-How

What do the legendary New York Firefighters, the fire fighters in Mexico City, Hamburg, Moscow, and Cape Town as well as the German GSG 9 Counter-Terrorist Unit military units in Europe, the United Arab Emirates, and Afghanistan have in common with aid workers in worldwide emergency response operations after earthquakes or tsunamis? They all wear shoes produced by HAIIX.


When HAIIX CEO Ewald Heimerl took over his parents' shoe making business in 1992 he had a vision. The shoe specialist from the Breuninger town of Mannheim wanted to see the HAIIX brand compete in the global market. Less than twenty years later, this vision has come to life. HAIIX is considered a top brand of functional shoes for fire fighters, police, and task forces worldwide. With numerous prizes and new product developments, the global player from Bavaria is ready to set new standards with regards to functionality and innovation.

OUR PRODUCTS

Whenever HAIIX develops a new shoe, the highest priority is to ensure complete suitability for the intended area of deployment. Conformity and stress tests in state-of-the-art laboratories are carried out as a matter of course. Theory is one thing, practice, however, is quite another. HAIIX developers speak of 'proximity to the end user'. No specialized footwear is launched until mastery of the conditions of everyday use has been fully demonstrated.



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outlet, FUSE Protection Through-hole	Flexible, non-metallic protective through-hole	
sole	Rubber/TPU substrate (direct/semi-direct), wear resistant and non-slip traction. Optimal grip and board behavior due to open toe and heel rounding, excellent cold/heat insulation and non-marking characteristics. Comply with EN ISO 20347:2012	
HAIR Climate System	Climate System with Micro-Drylaying at top of leg	
HAIR Smart Lining	Smooth and non-pressure adjustment of the boot to the foot. Double heel and toe pocket	
Insulated	Reduces the heating effect of the upper leather by direct sunlight. Sunlight is reflected by the leather keeping the leather and the foot cooler	
Others	Leaving waterproof system, pulling strap, specially applied rubber island on the front and back of the shoe for a better durability while protection activities	

GORE S		GORE® EXO™ PE-DA (Price £149.95)
Upper / Membrane	Waterproof leather, hydrophobic, breathable (0.3 mg/cm ² /h) 1.8 - 2.0 mm thick	
Inner Lining	GORE-TEX Laminar Technology 3-layer GORE-TEX laminate, waterproof and breathable. Abrasion resistant lining with optimized climate comfort for all seasons, eyes. For flexible alternating inside and outside use. Super air permeation resistance against blood and body fluids (protection against blood borne bacteria and virus). Insect-resistant protection	
Foot Bed	Anatomically formed, shockproof, available: very good moisture absorption, dries quickly	
outlet, FUSE Protection Through-hole	Flexible, non-metallic protective through-hole	
sole	Rubber/PU sole with a direct/semi-direct, wear resistant and non-slip traction. Optimal grip and board behavior due to open toe and heel rounding. Two rubber shell sole features the MLC (micro-locked) system that is the result of an additional production process to achieve extremely low weight, excellent cold/heat insulation and non-marking characteristics. Complies with EN ISO 20347:2012	
HAIR Climate System	Climate System with Micro-Drylaying at top of leg	
HAIR Seal System	Waterproofing. Improved damping, extremely lightweight due to the PU foam-filled the entire sole area. Good certified insulation	
Other	Merely suitable for „fast tempo“ with direct lining system, non-slip lining	
Insulated	Reduces the heating effect of the upper leather by direct sunlight. Sunlight is reflected by the leather keeping the leather and the foot cooler	

Black Eagle 16 Desert		GORE® EXO™ PE-DA (Price £149.95)
Upper / Membrane	Waterproof leather, hydrophobic, breathable (0.3 mg/cm ² /h)	
Inner Lining	GORE-TEX® bonded 3-layer GORE-TEX laminate, waterproof and highly breathable. Fleece resistant lining with optimized climate comfort, especially for flexible alternating inside and outside use	
HAIR Climate System	Climate System with Micro-Drylaying at top of leg	
sole	Comfortable, cushioning, moisture uppers, are flexible. Separate heel shape for good cushioning and foot motion. "Sole Guard" elements	
Inserting sole	Moisture-resistant, resistant to all weather, heat and cold, compliant with EN ISO 20347:2012 non-slip	
sole tip	Very good grip, excellent braking profile configuration and use of a special rubber	
Quadrant sole	Rubber inserts for long durability. Double sole from "Stone Shield" stabilizes the shoe and guides the foot during awkward movements. prevents pressure surface from passing through to the foot.	
sole sole	Moisture-resistant PU/TPU materials, light cushioning, supporting	
Attache	Permanent cushioning heel area by special PU material in the heel sole	
Energy Return / Support / Support	inner sole in the front part of the foot made of a strong spring back material for effective use of energy	
Support System	Supportive inserts of the foot, preventing rolling movement by using a shock-resistant material	
Stability	Anatomical TPU for stable long the foot	
Others	Low weight, metal-free	

Black Eagle Adventure 2D Low Microfibre

Key Technology	Advanced 3D microfibre upper
Anti-Clogging	COMETEC Extended 3-layer COMETEC membrane, waterproof and highly breathable. Abrasion resistant lining with opti-vent. Closure system especially for flexible shoebinding, inside and outside sole
Weight	Comfortable cushioning, moisture repellent and bacterial hygienic heel shape for good cushioning and foot protection. "ZERO LOSS" channels
Cushioning	insole of rubber reinforcement, positive heel and fold compliant with EN ISO 2004 SFG, non-marking
Foot Type	Very good grip, excellent lateral stability profile configuration and use of a special insole
Flexible Sole	Rubber insole for long flexibility
Outside sole (Pore)/ Inside World	Reduces the thermal gradient/thermoinsulating insulating membrane, prevents warm surfaces from getting through to the foot
Inner sole	Active platform EVA/TPU material, light cushioning, supporting
Heelcup	Permanent comfortable heel area by special EVA material in the heel sole
Energy Return/ Repulsion Support	Inner sole in the front part of the foot made of a strong spring back material for effective use of energy
Thermal Support	Supports function of the foot, prevents rubbing, even by using a shock (fill) material
Qualiflex	Asymmetrical TPU for stability along the foot
TimeOuting	Easy moving, pressure free and quick adapting of the shoe to the foot (see models only)
Other	Low weight, stability

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Black Eagle

Key Technology	Waterproof/membrane, breathable D 3 in 1 system, D 1 in 1, 1 in 1 shoe
Anti-Clogging	COMETEC Performance 4-layer COMETEC membrane, waterproof and breathable, highly abrasion resistant lining with active insole. Optimal moisture control for all types of users and ensures an increased thermal protection
Heat return (Pore)/ Inside World	Active warm heel, absorbs sweat and moisture
Foot Type	Asymmetrical, formed, cushionable, suitable, very good moisture absorption, active quickly
Sole	Active PU sole with a pump, asymmetrical insole, optimal step and fold behaviour due to pump toe and heel cushioning. The low weight PU, asymmetrical wedge ensures outstanding walking characteristics. D 3 and positive insole, non-marking. Composite anti-roll 3D 2004 SFG
Energy Return/ Repulsion Support	Closure system with micro-foam as at the top of the heel cap
Qualiflex	Reduces the loading effect of the upper/lower leg about sunlight. Sunlight is reflected by the leather keeping the leather and the foot cooler

RRP £134.99 FFQA Price £124.99



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WRITTEN BY RUSSELL HALDANE,
TAYLOR HALDANE BARRELL LLP (THB)

BANG ON

In April 2016, the Police Forensic Officers Association kindly asked my colleague Ian Parrelly and I whether we wished to attend the working Post Incident Procedures Seminar held at the Headquarters of the Police Federation in Luton/Bedford.

Eager to expand and hone our professional knowledge and expertise in dealing with matters within the Post Incident Procedure forum, we arrived bright-eyed and bushy tailed with pencils sharpened, not really knowing what to expect if I'm honest.

The Seminar was very well attended by knowledgeable and experienced officers of all ranks drawn from forces across the country who are or will doubtless become regularly involved and exposed to all things PIP and PIM.

Despite having undertaken the conduct of cases on behalf of the Police Federation of England & Wales for almost 25 years now, I cannot

recall having previously attended a training seminar relating to the work of specialist police officers which was so well planned, so meticulously delivered and so engaging on every level without exception.

Straight away we were met, guided and diagnosed by the PFOW's very own Chief Executive, Mark Williams, who immediately displayed what we now know to be his natural endless passion and energy for the Association and the amazing work that it does on behalf of all of those involved in this field, most importantly the forensic officers and their families.

Those hosting the seminar delivered the most relaxed and informative of discussions and training with conversational ease — friendly and — completely engaging, with the sometimes on topics being further brought to life by discussion of real-life case studies (so include a 'ghost appearance' by one

of the business officers involved) and presentation by others within the legal profession and even representatives of the IPCC itself.

So, why have I decided to put pen to paper in writing this article rather than to simply complete the Association's 'Course Feedback' form in the more glowing of glowing terms?

Well... on a daily basis, I, as and I advise and represent the interests of the members of various Police Federations and Police Associations, whether in criminal interviews or a complex proceedings before the Crown Court, or Crown Miscellaneous Hearings on public or private, during PIR or long-running inquiries or where otherwise called upon by those Federation representatives safeguarding the officers, whether in the United Kingdom or further afield.

Having now been involved in every early Post Incident Procedure and having tried at all times to remain alive to the issues that present during the procedure itself, to remain fully understanding of the rules, needs

When the balloon goes up – compare and contrast both ends of the spectrum of the Federation Representative's roles and responsibilities during PIR to include:

- arranging for a shower and a change of the officer's clothes post-showering through to securing and storing uniforms and appropriate for the evidential purposes of the investigation;
- arranging telephone calls to family and loved ones through to arranging for an officer's medical examination with PHE;
- attending to issues of personal welfare through to attending to issues of weapon recovery and court back, or
- providing advice regarding conversations with friends through to conferring with colleagues or otherwise.

It is a broad a spectrum as could ever be identified in any single professional role and it is no wonder that those fulfilling the position of Fed Rep during PIR rely heavily upon the good advice,



COURSE

and responsibilities of the individuals involved and alert to the pressures under which Key Police Witnesses come to find themselves.... I think that we often fail to stop and think about the position in which the Federation Representatives find themselves.

Federation Representatives have to be friends to all men and face very real difficulties, personal and professional, in discharging their obligations toward their friends and colleagues whilst also attempting to live up to the demands of the organisations in the process.

Aside from an overriding need to listen and understand the application of the constantly evolving APP the Federation Representatives need to understand those they represent, understand what it is they do, understand how they are feeling and what they are going through at quite possibly the worst time in their lives.

guidance and support provided by the PFOA.

Over the coming months we hope to deliver, in conjunction with both PFOA and the Police Federations nationally training and discussion specifically aimed at Federation Representatives involved in the PIR forum in the hope of providing up to date advice and further preparation for that early Saturday night in December when the On Call mobile telephone rings....

It was a pleasure to have been invited to attend the PFOA Post Incident Procedure seminar, we will wholeheartedly recommend it not only to individuals, whether assumed Fed Rep or newly appointed PIR, but also to any organisation involved in any way with PIR, whether Force, Representative Body or Prosecuting Authority. ■

Rachel Hobbins, is a Founder Partner of Taylor Hobbins Barker LLP (THB) and is named nationally by the Police Federation of England & Wales in respect of Crime, Miscellaneous, PIP and Inquiry Law and Procedure.

FEATURE

RECRUITMENT
CRISIS!

A few recent terrorist attacks in Paris, Brussels and Turkey it's no surprise that the NPCC Annual Policing, local ENCC, Serious Crime Unit

has been in discussions with Government Ministers over the armed capability of UK Policing. As an unarmed service, financial resources are stretched and, whilst there is an emphasis on the capital and larger cities, it must not be forgotten that we are all vulnerable and potential targets wherever we may live or work. We have heard that there is to be an uplift in numbers. There has to be, but does it face more a bigger than it's ever been.

So just how are we going to recruit more firearms officers? I personally believed whilst serving, and still believe to this day it is the most rewarding and exciting police work an officer can undertake. But it's also one of the most dangerous, complex and often unrewarded roles in policing. When armed officers are arresting armed subjects, disrupting armed criminality and providing a visible deterrent and reassurance all is fine and dandy. The moment an officer discharges his or her firearm there is almost a total reluctance to readily support them or explain most fatal or its early stage to word off unarmoured comrades from the media and pressure groups. We have had situations where officers have been shot at and, as a result, returned fire and the subsequent press release fails to mention this fact because 'it's an ongoing investigation'. The result of this is because of a biased press statement that does not cover facts that are already known, as stage 1,2 and 3 of scenarios, the public the media and, importantly, the family of the subject that believe police have missed up or are contacting some one of a story to cover up what happened.

INTERVIEWS

I had the privilege, as the SCUW CO19 (Pod Rep), to represent officers on 44 occasions when police discharged conventional firearms. 14 of these resulted in fatal injuries to the subjects. I never once witnessed anything unusual going on post incident. I only ever witnessed honest, brave, hardworking men and women who had risked their

lives to protect the public and their colleagues.

So, getting back to the issue, how do we recruit more firearms officers and armed firearms commanders? There is talk of a review to look into the law and how firearms officers are treated. I don't believe we need a change in the law. What is required is a complete change



WRITTEN BY MARK WILLIAMS

in the attitude of those investigating police involved shootings and all DS1 incidents. 'The starting point – it appears for all police shootings – is left as what they have done wrong'. We now have a situation where, following a police shooting, a officer can be suspended, cannot confer, may have clothing taken, and cannot view the video evidence from the very camera they are wearing! They will probably be removed from operational duty and may be suspended or even arrested. That's grounds for you – an unseen playing field that will change the rest of your life. I have seen first hand a officer and their partner have breakdowns, their children being bullied

at school, being blamed by senior officers at work, in effect their lives destroyed for doing their job.

If we intend to recruit another 1000+ firearms officers the time has come to overhaul the investigative process. There quite obviously needs to be an investigation, but how about the starting point being 'you did it right so get your training?' For years I have attempted to undermine the IPCC and their role. They have a job to do and I respect that but, in recent times it quite clearly looks like they are 'out to get a firearms officer'.

After reading this you are probably thinking why would anyone want to be an armed cop? If I had my time again I

wouldn't hesitate. Being an ARV officer was the pinnacle of my career. I loved the work, the people I worked with and, most of all, the job satisfaction. I served to protect those that were vulnerable, to help prevent incidents such as Dunblane and Warrington happening again and to protect my unarmed colleagues. The IPCC has a part to play. Working with the Federation and the National Police Chief's Council, we want to ensure firearms officers and firearms commanders are treated fairly and with the dignity they deserve. Rest assured we will play our part. ■



WHAT KIND OF MUSTANG ARE YOU ?

The stigma in asking for mental health support brings on the question "What kind of Mustang are you?" Not the car but the horse.



WRITTEN BY STUART HAYTHORN
WSP Welfare Officer





hibit completing my Neuro Linguistic Programming (NLP) training many years ago I remember discussing the story of a horse kept on a farm. The horse dreamt of being one of the wild Mustangs that run in a herd outside the fence. It wanted to be

free. Free to run with the other horses. Free to make its own life choices outside the confines of the farm and the fences that penned it in. As luck would have it, one of the wild horses stopped by our Mustang and asked "Why the long face?"

"I want to be free to run and be a Mustang – just like you. But this fence stops me doing it", was the reply. The wild horse looked down the fence and said to our Mustang, "The fence, isn't holding you now. Come and join us!"

Our Mustang looked at the hole in the fence and said "Not today – I'm not too sure" and turned away to look across the field where the fence was still complete.

On the 5th April 2016 the BBC released figures obtained for Radio 5 under the Freedom of Information Act which showed that cases of UK police officers and staff taking long-term sick leave for psychological reasons have risen by 35% over the last five years with cases rising from 4,344 in 2010/11 to 5,129 in 2014/15. Here at the Welfare Support Programme (WSP) we have noticed an increase too – we are now supporting over 200 officers with the number increasing each day but we want to, and can, support more officers and their families.

When the WSP started on 1st June last year our initial thinking was that, by being available for officers and families 24/7, 365 days a year our phone would regularly be alive to calls with requests for help and support and with the figures that are

shown above, you would think the phone would have been ringing off the hook. However, this wasn't the case. It was very apparent that something was stopping people calling us – the 'fence' or stigma of asking for help with mental health concerns. The stigma about asking for mental health support was holding people back from picking up their phone and receiving support and advice from our trained and empathetic staff. The Mustang wanted to be free but the stigma was holding them back, preventing them from developing and improving their life – from being the Mustang that they wanted to be.

The WSP recognised that not only does the stigma need to disappear but that the WSP could offer a helping hand in leading people through the 'fence' and therefore allow them to attain their goal of being free to carry on the life they want and deserve. The WSP is independent and therefore not under the control of the police service you work for so unless you request it, we will not inform your force that you have contacted us. Indeed, even though we are part funded by the Police Federation of England and Wales (PFEW), without your permission we will not disclose to them the contents of your call – the 'fence' is therefore down and therefore any possible stigma removed. The WSP then provides you with a helping hand by contacting you directly and spending all the time you need to discuss your concerns. In this way we remove your barrier and guide you to the other side so that you can make these important changes that will create the life you want. In other words, we support you so that you can become the Mustang you want to be.

So what kind of Mustang are you? Consider how the WSP could support you and your family when the need arises and remember that with us, there are no fences.

We are here for you when ever you need us.

We care – We do. ■

If you would like further information on the WSP please e-mail
Stuart Haythorn,
Welfare Support Officer
for the WSP on
stuart@pfew.co.uk
or call on
07841 583631



WE
CAN
HELP

Join the PFOA

Why wouldn't you?

WITH OVER 8,500 MEMBERS UK wide the PFOA is a registered charity ready and willing to support you and your family. We may assist with any matter that may affect your work, or that has caused you or your family distress or worry. The cost? £4 per month or £1 a week! You can join online at www.pfoa.co.uk or call us on 01354 669789. Some forces have deduction from pay already set up. Please speak to your PFOA force co-ordinator for further details.

The PFOA is an essential member service for all those involved in firearms operations and their families. What are you waiting for? Join us now!

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SOME OF THE SERVICES WE PROVIDE ... FOR YOU AND YOUR FAMILY

- Private Counselling, EMDR, Hypnotherapy and CBT Therapy
- Access to 26 PFOA NLP Coaches
- A fully staffed 24/7 phone support line
- A regular magazine **TOP COVER** and PDF magazine **TOP COVER Express**
- Recipe books for families
- Financial assistance with respect to illness or serious injury
- Access to principal officers and their families for peer support

Membership for anyone involved in operational firearms including AFOs, PIMs, SFC/TFC/DFC, Issuing Officers, Dog Handlers, Negotiators, Retired Officers, Team Officers

Note: All requests for support will be considered by our trustees. Each request will be looked on its own merits. The PFOA is not a replacement for private healthcare. Whilst we will take every request for assistance, we will not fund private health care such as hypnotherapy, EMDR scans etc. unless there is

WHAT WE DO

The PFOA has been created to support all those involved in firearms operations, and their families. It is managed by serving and retired police officers with many years experience in this field. It offers a unique package of support for officers and their families, which is supported by NPCC Armed Policing, the Police Federation of England & Wales, College of Policing, NCOA, CMC Federation and the BIP Federation.

Created by firearms officers in 2009, the Association became a registered Charity in England and Wales in 2010. It provides discreet welfare support to members and their families. There are times when an officer or his/her family do not wish to avail themselves of support offered by the force, or the force has no provision to provide this support. The PFOA gives officers and their families a choice.

One of the main objectives of the PFOA has been to support the often forgotten-about families. Much of the work we do has nothing to do with shootings. We have supported families where there is a serious illness, stress and anxiety basically anything that affects the work of the officer. Of course we can only do a certain amount for £4 per month! So we do not provide discipline representations, legal support or debt consolidation.

The PFOA has a CEO, Mark Williams, and three Trustees. We also have an Executive Committee.

TRUSTEES AND EXECUTIVE

Jim Roger	Police Scotland
Steve Hantshorn	MPS
Gary Cable	Essex
Michelle Booth	Devon
Tim Ferris	CMC
Paul Leggett	Humblyville
Dave Keen	North

WELFARE SUPPORT LINE

Not for everyday police related enquiries

T 01354 669749

clear evidence of hardship or where CMC and MPS services are unacceptably delayed. All requests for counselling or PFOA/NLP Coaching will be dealt with within 48 hours or sooner. This includes all close family members.

WHAT HAVE WE BEEN UP TO?

Since December 2015 these are some examples of support we have provided:

- £2500 towards a special holiday for a family whose young child is seriously ill
- Counselling for 12 officers and their families
- 7 Respite breaks
- PFOA NLP Coaching for 18 officers and their families
- £2000 towards treatment in the USA for an officer whose young child has a serious medical condition
- 32 hamper!
- Funds made available to an officer who has all but lost his hearing and requires specialist treatment
- 24/7 Welfare Support Line has been used by PFOA members and their families – over 220 officers are registered nationally
- We have begun sending out 8000 plastic key fobs with the Welfare Support number on for all members – part funded by H&M, Germany
- We are sending out business cards with the Welfare Support number on to every Federation Branch Board. These were provided by the Police Federation of England and Wales

With over 7000 members UK there is always someone in need of some extra support and assistance.

We will take a view on any request for assistance. However we cannot provide funds for legal advice or representation or for debt consolidation. We are currently looking at providing physiotherapy in the near future, and are looking at ways to do this without using the membership donation. This physiotherapy would only be available for those who are unable to work, and would have to be restricted in the sessions available.

At the last Trustees meeting it was agreed to keep the monthly donation at just £4 per month for the 7th year running.

Please remember that your donation also attracts Gift Aid, which means another £1 per month for the PFOA. Please make sure you claim, you're entitled to and it really helps us to help others!

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I'VE GOT YOUR BACK

24 hours a day and 365 days a year our AFOs and SFOs quietly get on with it. The public probably only register the patrolling AFOs they see out and about at the airport perhaps and of course the ubiquitous armed 'bobbies' they see when Downing Street is on the news.

As part from that, the huge risk of roles and responsibilities encompassed within the world of police firearms largely goes unnoticed and unappreciated, something that police firearms officers aren't particularly concerned about and something which most are quite happy with.

Inevitably though every now and again something happens that thrusts the role into the media spotlight. A police shooting or high profile armed operation propels instant experts off their sofas and onto social media and sparks a raft of badly informed journalists churning out their own flawed take on the story.

When that happens I'm straight on it in the media. I've had a couple of high profile run ins with journalists on radio and TV. I'm often in a better position than police bosses because I can speak more freely in the media and I do try to do my bit to put the record straight.

It can be an uphill battle when you're dealing with people who get all their 'knowledge' from watching the telly and make frequent reference to 'what it's like in America' – a foreign country with very different circumstances.

I'm sorry to say that, but it's often pretty apparent that even some of our senior police managers and Police and Crime Commissioners don't have a grasp of the realities of the police firearms world.

I can forgive some PCCs to a certain extent as they hopefully will find from one meeting or two that another person's better about 'cost effectiveness' and the benefits of 'collaborative working', mainly because they've never needed an ARV, a police dog or a police helicopter at their disposal in the morning. What I do find hard to forgive is that they're often being advised by senior police officers. Believe me, I've seen it first hand in conversations about 'not working', police dogs 'not talking' about 'saves from a neighbouring force'. Well yes, it's correct – but it's also a 44-calibre blue light run to a fast moving dynamic situation that has put public and police officers at risk. I'm sorry police managers, but sometimes what looks good on paper is not good enough.

I'm also aware of many examples where runs have led to a total lack of specialist resources like firearms dogs. Of course, if you don't know what they actually do it's inevitable that you won't appreciate or value them.

It is thus incredibly regrettable that it seems specialist units in other regions for cuts, and I think in many cases that we've chosen the baby out with the bath water.

I've been vocal about the various flaws in the whole concept of cover, alliances and collaborations. We all know that the harder truth is they aren't 'more officers', they're just cheaper and if we had the resources we deserve we wouldn't actually be down that road.

Many of these issues have been recently been catapulted into the daylight via the work that's being undertaken on police capacity and capability in response to terrorism.

It's already in the public domain from some of the more high-profile Chief Constables that they couldn't cope with a Paris-style terrorist incident. The concept of coping with a multi-site attack just leaves them staring blankly into the distance. It's a great disappointment to us all that some of our Chief Constables have even adopted a 'why have' view on terrorism and yet others have taken the opposite view asking why we didn't they write here. It's a pertinent question when





WRITTEN BY MIKE FANNETT
EX-POLICE OFFICER AND
INDEPENDENT POLICE AND CRIME
COMMISSIONER CANDIDATE FOR
NORTH YORKSHIRE

we see the resources and funding being directed in London and everything means decisions that the Paris terrorists were previously in the UK doing inside rooms of 'studios'.

One of those chief officers who most certainly got it is Simon Chatterman, whose experience and knowledge I greatly respect. He's a square peg in square hole and police finances is in safe hands. His saving work and insight has also brought police helicopters firmly back into the equation with their value and capability once more being recognised and developed to meet the threat.

I've again criticised the previous claims made by NPAS HQ about general response times and I get a lot of criticism in the editorial months where NPAS plans and claims about more 'efficiency' on the back of those closures and said off aircraft were still taking and screaming into the public domain.

Massive gaps in helicopter cover were exposed and bugs, mainly rural parts of the country were left without the relative prospect of air support. NPAS estimates relied upon total aircraft availability and redundancy, which as we all know is a pipe dream.

I'm hugely sceptical about fixed wing aircraft too. If they actually were the best, the police would've brought them in performance in helicopters on the first place – but they didn't and the ones that did got rid of them. With an evident need for fast response and capability to meet the terror threat, I personally think fixed wing are even more irrelevant. But I hope our disaster officers are looking forward to parachute training!

The recent estimates in Paris forced the Home Office to review our future response, and thanks to hard work and hard-hitting presentation a much needed program of privatisation and investment is now underway. Since then the Brussels attack has taken place and the Government has announced an uplift of 1,500 armed police. I welcome the increase in the numbers of firearms officers. I want to see you get the kit and training enhancements we need to meet this appalling threat, and I committed the utmost work that's ongoing in terms of ability to ensure that we get the right people in where they need to be in a hurry. It's equally important though – and I try to do my bit by reminding the

public – that this is not an increase in police numbers, it is training up existing police officers, in effect adding Peter to pay Paul. The service is still suffering from losing 19,000 cops and over 30,000 back office staff the public shouldn't be allowed to forget this.

After some high profile jobs and now the 'thunder' terror threat, I believe that your role has been thrust into the public psyche more than ever before. In fact, it's a reality check for 99% of the population. The realisation that you are out there, what you do, and what our expectations of you really are, has hit home hard. Forget the warning (perhaps the point) from the 44-in-famous forget the dedicated police-bases, ignore the hypocritical elements of the media. The fact is, the public trust you and deep down you know that too. They know that if the fateful day ever comes, they will be running towards you for their very lives. Trust doesn't come any stronger than that.

I want to take a moment to talk about those you leave at home when you go to work. Our police families have a threat that probably only military families truly share. We don't talk about it much but it's there nevertheless. The risk of being hurt is a constant in every frontline policing role but firearms officers, uniquely, face two additional risks. Firstly, they know that the day can come when they have to use lethal force – secondly, having made that judgement call, they could face prison. It is one thing for you as an APCO coming to terms with the responsibility for carrying and what it might lead to. However, it's a whole new realm of things for you and your loved ones now to consider that you might find yourself accused for doing your job. It's made a lot of APCOs and potential APCOs stop and think whether that turn of events changes things.

You accept that you will always have to justify your actions but, being treated as a suspect post incident and perhaps being accused, is a whole new set of considerations. Not just for you, but for your families too. I hope common sense triumphs here and those who are pursuing this agenda have a reality check.

I'm aware of the outstanding work of the PPGS in the UK. They play a critical role in supporting their members and

just as importantly family members too. I've seen that support in action recently and the PPGS have my respect, support and admiration for everything they do.

As for in Mike Pennett's world is concerned you might have heard that I've got some plans in the pipeline. Basically there comes a time when you can either choose not to shut from the sidelines or get on the pitch and play. A window of opportunity has now come my way to try to become a part of the decision making process and I'm going to stand as an independent candidate for the position of Police and Crime Commissioner in my home county of North Yorkshire.

It's a tough challenge for an independent, especially when you don't have a political party behind you bankrolling your campaign, but I've simply had enough of the open back-of-a-flapjack idea and low brow party agenda infecting policing. Policing shouldn't be used as a point scoring exercise for career politicians or a fast track into party politics.

I've absolutely no interest in politics. The subject leaves me stone cold but, in terms of what we have now, I think both the people of North Yorkshire and North Yorkshire Police themselves deserve better.

So, as always you've got my 100% support and as far as I can go in my circles, I've got your back. ■



FEATURE

AN AGE OLD QUESTION

Neither the Civil Nuclear Constabulary nor the Police Federation have ever felt the need to encourage a high public profile. Our role has been to protect civil nuclear facilities and ensure the safe transportation of nuclear material on land and across oceans. We have had no need of publicity, particularly when no useful corporate or personal purpose would be served.

But recently we have become a key player in the Government's requirements for armed surge capacity. Our fundamental role is to deal with a terrorist or hostile attack on civil nuclear facilities and related transportation of nuclear material at sea and on land.

Shared intelligence from Belgium indicates that terrorist nuclear nuclear ambitions. Now an extended role for the CNC, and its 1300 plus fully warranted and routinely armed officers is being discussed on by Government.

It is a role that the Police Federation fully welcomes. My members have trained intensively with a tough physical fitness regime and are tested regularly for weapon competency, tests that meet College of Policing firearms licensing standards, they must pass or face dismissal through the Unsatisfactory Performance

Procedure. In the past we have provided occasional armed support for the Home Department police, we are fully capable of providing armed intervention anywhere in the UK in a terrorist situation at short notice if required.

The standard of fitness is both impressive and daunting. The beep test is 7.6 for an authorised firearms officer and 9.4 for an armed response vehicle officer. These standards have been set by the College of Policing in conjunction with Professor John Davies. In addition, operational officers with a physically demanding shift pattern including two days and two nights consecutively, are required to carry 30 kilos of body armour and respirators, train in bespoke firearms tactics and increasingly in simulated events. No allowance is made for female officers.

These onerous requirements would challenge an officer at any age, and especially in their early 30s, but there is more chance of them being met beyond the age of 40. For the purposes of a retirement age of 65, and possibly 68, is precisely what the Government, through DfCC and with the support of Training, is trying to impose on the Federation. We are in a consultation



NICK GORMAN
CHIEF OFFICER
CIVIL NUCLEAR CONSTABULARY



AT CNC

progress with the Civil Nuclear Police Authority shows new public sector provision arrangements which should be introduced by April next year. We are frustrated because we cannot get Government commitment to retirement at 60 – the retirement age agreed by the Home Office for all other UK police forces. Instead, the Government is maintaining that we are not a police service and therefore an older retirement age can be considered. Any wonder then that we have been obliged to ask a judicial review on both our status as a police service and on the unsatisfactory conduct of the consultation process. That review has been agreed by the courts but no date has been set as yet.

The Government has a duty to ensure that police are not obliged to serve as armed officers beyond what any reasonable person would consider safe for the officer and for the public. To put it more bluntly, does the Government feel that the public will be reassured by the sight of practically elderly officers carrying sophisticated weapons trying to confront terrorists? I think not. And of course here is our second problem. Officers who hit the 60s, no matter how many years of service they have completed,

are dismissed. In any other force the carrying of weapons is voluntary and can be given up without penalty. The officer simply switches to other police duties. The UK is short of at least 1 000 and possibly 1 500 armed officers. I am fearful that my members will take their highly trained skills to other forces if they suspect their career in the CNC will be one day brutally cut short.

I know that the CNC and our Police Authority support our case for retirement at 60. I suspect the College of Policing which sets the professional criteria for the CNC never thought that officers of 60 plus would be expected to meet their existing standards. What we need is a more honest and realistic understanding from Government of what it requires from officers prepared to put their life on the line and, as a consequence, what length and quality of career they should enjoy. That decision should not be left to the courts. ■



READ ON



Read on...

Lest we forget

I was a UBO at RAF Lyneham where I commenced my studies in September 2006 and if I am to be honest a tale I tell that would see me leave retirement some six years later without a doubt.

Three six months later the RAF station took responsibility for the repatriation of military personnel killed in military operations overseas.

I was the worst military to emphasise that although the Station would be highly involved I saw no role for me.

That all changed at the final rehearsal when I was wanted to have the military honour the fallen when they make the ultimate sacrifice.

I was in one of the respects shown and when approached by the Funeral Director and Station Commander to ascertain my availability to escort the Carriage from the base to the MH, I had no hesitation in providing that service.

It was then that simple gesture a story evolved in front of my very own eyes that provided me to share the heart wrenching scenes mixed with chest swelling pride of our Nation as they recognised our Armed Forces.

I realise this book is not for everyone who served in the Ministry of Defence Police, but I honestly believe those who do have a read will do so with pride as what our Force did for those who served and lost their lives.

In fact the police service at all levels from more forces than past MDP gone ahead hours at no cost to get this operation right and the easy knock to express the recognition for our Armed Forces be they sharing events or for the funeral.

The book can be purchased by ordering from most book shops or online through Amazon and I am honoured to commend 46 Miles to all of your readers. ■



JARRA BROWN



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POLICE

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lightweight yet robust ladder systems for rapid and secure access into elevated positions. Typically used for tactical intervention and emergency response operation gaining access onto aircraft, ships, trains, buses and buildings.



HISTORY

First known police firearms training drill accident. Sergeant Neil MacDonald (MP6) is killed when he is accidentally shot in the neck during revolver practice.

The Tottenham Outrage: An armed robbery takes place at Tottenham in North London during which Constable William Tyler (MP6) and a young boy are shot and killed. The two killers commit suicide.

Two pistols believed to be G08 Model 1908 .32 calibre self-loading pistols (L&P) are purchased by Met Special Branch to replace outdated weapons for use in connection with the protection of King Edward VII.

Constable Charles Alper (Great Yarmouth Borough) is shot and killed after being sent to deal with a man, Thomas Allen, who is assaulting his wife. He is shot with a semi-off design as he carries the pistol. Allen is sentenced to death but is reprieved on the grounds of insanity and sent to Broadmoor Criminal Lunatic Asylum where he will die in 1939.

Sergeants Charles Tucker and Robert Bentley and Constable Walter Choate (City of London) are shot and killed by armed burglars caught in the act of breaking into a jewellery shop in Houndsditch.

Wheley & Scott .32 calibre M.P. model self-loading pistols are adopted by the City of London Police and by Northampton Police in Northants.

Wheley & Scott .32 calibre training pistols are acquired by the Met and by Northampton Police in Northants.

Inspector Arthur Walls (Eastbourne Borough) is shot and killed (pending) in a call that a burglar is hiding on the roof of the front porch of a house. This will become known as The Handed Man Case because the suspect, John Williams (a.k.a. George Mackay) is taken to court with his head covered. The case proves to be controversial because of the police use of an informant, Edgar Brown, and the release placed by the prosecution on a statement implicating Williams made by his girlfriend, Florence Seymour, which she retracts in court. Nevertheless Williams is convicted of murder and executed at Lewes in 1905.

1901

1909

1910

1912

1902

1903

1911

All officers possessing the Met pistols are to be given instructions as how to load and unload the three-verse handguns.

Constable William Wilkinson (Barnstaple) is shot and killed. Two local men, Thomas Foster and Thomas Proctor, have a grudge against the police. Wilkinson is patrolling the centre of Salisbury during the night when he hears a noise in a graveyard. The men are laymen and Wilkinson is to deal with a dagger. Both are executed at Lancaster prison.

The Pistols Act replaces the use and use of pistols (formerly considered to be the first substantive measure of gun control in Great Britain. The purchaser of a pistol must either hold a Gun or Game License granted under the Gun License Act 1869 or bring a licenceholder's proposal to use such pistol only in his own house or the carriage thereof or to shoot to prevent abroad for a period of not less than six months. It becomes illegal to sell a pistol to someone who is drunk or of unsound mind.

The Siege of Salisbury Street. Following the attempted burglary and the fatal shooting of three police officers in Houndsditch on 10th, two men are traced to an address on Salisbury Street and a siege develops. Twenty men of the 1st Battalion, Scots Guards are called to assist and the building catches fire. The two men are killed.

During a major strike the Head Constable of Liverpool City police, Leonard Dunning, calls for volunteers from surrounding forces and soldiers are drafted into helping the police. A riot breaks out after a rally at St George's Palace with fatalities between police and strikers. A number of strikers are arrested and convicted of being concerned in the riot. As they are being taken to Welsh prison, with an escort provided by a cavalry unit from the 11th Hussars, bricks and bottles are thrown at the soldiers who fire into the crowd. Two men are killed.

Wheley & Scott .32 calibre M.P. model self-loading pistols are adopted by the Met, Northamptonshire County Constabulary and the Borough of Leicester.

The Chief Constable of County Constabulary buys a Wheley & Scott .32 calibre "Tango Model" pistol.

The first instructions are issued on when Met officers on the Beatparks and any other place where police are protecting property can use their firearms. This includes a 'Hit, Win, Run' challenge.

Guns and Regulations are approved by the Watch Committee for the guidance of officers who may be called upon to use firearms in the Borough after water.

Sergeant William Gough (William) is shot and killed with an antique by a constable. Ernest Price, an officer he has sentenced on a previous report resulting in a discipline hearing, also commits suicide.

John Anne, the head of the War Office, Bollington, in Northumberland, is told by the owner James Irwin that he is to be replaced but Anne refuses to leave believing that Irwin has cheated him. Sergeant Andrew Barton and Constable George Mansell are called and they are shot and killed as a result. Anne is convicted of murder and executed at Newcastle.

Wobley & Smith: 32 calibre M.P. model with loading pistols are adopted by Devonshire County Constabulary.

War Preparations: The Home Secretary Reginald McKenna, announces that a limited number of rifles have been lost by the War Office to certain county police forces for use in connection with certain duties they would have to perform in the event of war – particularly the protection of Customs officers. These rifles will not be used in any way in connection with strikes. The conditions on which the police have been allowed to have them absolutely preclude the use of ICI.

Here photographs of police with rifles and Constable in Force unknown.



Detective Constable Alfred Young (Met) is shot and killed trying to arrest Richard George, known as 'Captain George', for fraud. Young is with other officers when they go to George's lodgings in a basement flat in Hampstead road he is shot on the stairs. George claims it is fatal that the gun went off by accident and he is sentenced to twelve years penal servitude for manslaughter.

In Glasgow a strike over shorter working hours results in a clash between rioters and the police in what will become known as the Battle of George Square. Troops with tanks machine guns and Lewis guns are sent to support after the Scottish Secretary Robert Balfour describes the events as a 'bold and gross' attempt. The strikers set up outside the city chambers. Lewis machine-guns are positioned on the top of a hotel and the general post office. Troops patrol the streets and are posted to guard power stations and the docks. The cattle market is forced onto a tank depot.

Constable James Campbell (Glasgow) sees four men breaking into a shop. He grabs the man nearest to him but the others escape. The armed man then shoots a revolver and Campbell is shot. He dies two days later. Although suspects are arrested they are released through lack of evidence.

1913

1915

1919

1914

1918

Decreases in officers under the terms of the Dock Regulations if any police by the discharge of firearms or otherwise endangers the safety of any member of any of His Majesty's forces or any police constable or other person who exchanged with the execution of any duty under these regulations (Reg 12). Authority is required for the possession of firearms in specified areas on the docks or on the wharves.

All the requests of the Royal Warrant arrangements are made for the hotel officers on duty under a special Service Agreement at the Tower Hill rate to be supplied with pistols and accessories. An additional charge of 50p per year is made.

Armed Gloucestershire County Constabulary officers are posted to guard Gloucester Docks.

A police strike by 62000 officers in the Met results in soldiers being deployed at key points in London to maintain order.

A second police strike results in an orgy of looting and rioting in Liverpool with several people including a doctor being killed before soldiers and non-striking police officers restore order. As a result of the police strike the Police Act establishes the Police Federation as a representative body for police officers upon the rank of chief inspector.

Swords are withdrawn from officers of inspector rank and above in the Met although they are retained in superintendent rank above for ceremonial duties in 1920.

Police History Series

Mike Waldren QPM looks at a timeline of Policing and Firearms.

In this issue we explore 1901-1945

HISTORY

Constable James Kelly (Met) is shot and killed at night while chasing a man who has broken into the Acton railway station ticket office. Kelly dies eleven days later but the killer is not identified.

The Home Secretary is asked: 'whether in view of the ever-increasing make to the police force of this country he will again consider the advisability of arming that body with something more efficient than truncheons'. He replies: 'In the Metropolitan Police any constable engaged on dangerous duty is supplied with a revolver [and] if he desires subject to proper precautions as to his training in handling it and instructions as to how it may be used. Other police authorities have discretion to supply their men with firearms under like conditions.'

Probably the first fatal shooting by a 'New Police' force occurs in Cumberland. Percy Hughes, the country's most wanted man, is shot and killed but a widely believed conspiracy theory maintained the fatal shot was actually fired by the civilian owner of the Chief Constable.

The Firearms Act requires that any person having in his possession, using or carrying a firearm (including shotguns) obtain a firearms certificate. This is obtainable from the chief officer of police of the district in which the applicant resides and it can be refused. There is an exception for police, military navy and air service personnel. A gun licence holder the Gun Licence Act 1870) is also still required to carry a gun elsewhere than his dwelling house or the cottage there of.

1920

1921

First indisputable fatal shooting by police since the start the formation of 'New Police' forces occurs in Manchester. Sam Morgan an IRA 'Volunteer' is killed during a police raid on a pub.

'Automatic pistols and other models are issued to each division in Cheshire County Constabulary.

In the Met a vehicle is used to 'respond' vehicle' for counter-terrorist patrols.

Inspector Robert Johnson (Glasgow) is shot and killed by IRA 'Volunteers' trying to rescue a prisoner despite the car not being armed. Although several men are arrested and charged, no one is convicted of the murder.

Glasgow officer who shot appears before a Civil Model (Met) 45 caliber self-loading pistol.



The Prestwick Outrage. An armed robbery by IRA 'Volunteers' takes place at a Prestwick bank on the outskirts of Manchester with shots fired by police during the chase of the suspects.

After the assassination of Sir Henry Wilson in London questions are asked in the House of Commons as to whether the police would now be armed. In reply Austen Chamberlain (leader of the House) says that 'The House will remember that the question of arming the police has more than once come up, that the police themselves have never wished to carry arms, and have thought themselves to be better protected among the community when the community knew that they do not carry arms.'

1922

1924

Constable Richard Pritchard (Kendallton - Isle of Anglesey) is shot and killed by John Davies who is armed with a shotgun.

Constable Albert Willis (Wolverhampton) is shot and killed in the early morning when he becomes suspicious of three young men, nineteen-year old William Cranley seventeen-year-old Edward Haggerty and fourteen-year old George Dixon. They are absconders from a reform colony and Haggerty has a gun. Cranley and Haggerty are convicted of murder of Sheriff James, largely on the evidence of Dixon, and sentenced to be executed but this is commuted to life imprisonment because of their age.

A new annual shooting competition using the 12 Webley & Scott pistol is introduced at Belper. It is open to owners of four from any police force and at the first meeting there are twenty teams competing for the Minder Challenge Cup, named after Captain John Harold Minder the Chief Constable of North's County Constabulary.

1925

1927

Constable Matthew Storrington (Durham) is shot and killed by Edward (Dick) Lloyd while trying to serve a summons on him for theft of metal pipes from a building being demolished. At Durham Assizes Lloyd is charged with murder convicted and sentenced to be executed. After an appeal at which evidence is given of his mental condition this is commuted to his being committed to a mental institution for life.

Constable George Gutteridge (Essex) is shot and killed. In addition to the bullet wounds which caused his death he is shot in both eyes. This is probably because of a theory that his

Police History Series

1901-1945

Liverpool City Police already have Wesley's Scott .32 caliber M/P model self-loading pistols (date of first acquisition not yet identified) and take delivery of a shield designed to give protection from pistol fire.



Douglas Potts a student at King's College, Cambridge, stands a patrol from a fellow student David Giddler. With a friend he then goes on to buy goods from shops and eating that all the while he sent to him at King's. When a shopkeeper becomes suspicious Potts pulls out the gun and the pair run away fearing that the shopkeeper has called the police. Potts goes into hiding but he returns to King's about four weeks later. His father a Mr Wollaston, asks to see him for an explanation for his absence but Detective Sergeant Francis Wells (Cambridge City), who has been investigating the incident in the shop hours of Potts in town and arrives early to being interviewed. Potts shoots Wollaston, who dies instantly and then Wells before turning the gun on himself. Potts does take the same day Wollaston the next day.

Officers, believed to be from West Yorkshire County Constabulary undergoing training with what appear to be British Police (B.P.) members.



There is a revision of home orders in the Mid. Officers joining are no longer to be given and motion in how to lead and asked the force once London is a part of their latest training (see 1882) and are no longer allowed to carry a firearm on night duty at their own request (see 1884). The requirement for the Mid. Who goes down? challenge (see 1911) no longer appears.

1929

1930

1936

1932

1937

verified occasionally since the taken that the return retains the image of the last thing it goes before death. His murder is immediately connected to the theft of a motor car which is found abandoned on Stockwell, London. Information implicates Frederick Brown; and he is arrested as Chapman. An associate of Brown, William Kennedy is arrested in Liverpool. Both men are tried at the Old Bailey in 1933 and convicted of murder. Brown is executed at Pentonville prison. Kennedy is executed at Wandsworth prison the same day.

The Home Secretary Sir John Gilmour is asked "whether members of the Metropolitan Police Flying Squad detailed to deal particularly with motor bandits are armed and if, in view of the growing menace from this quarter it will consider the advisability of arming all policemen on night duty?" He replies "The Commissioner has discretion to arm police officers whenever considers it necessary but it would not be in the public interest to state how that discretion is exercised. It appears that it is no longer considered proper to admit that Met officers on night duty can already carry a firearm if they wish."

The Dartmoor Prison Making Prisoners take over sections of Dartmoor prison in Devon. The clock tower building is set on fire and the governor's office is ransacked. The riot is put down by officers under the Chief Constable of Plymouth City police, Archibald Wilson, who later charge the prisoners. A fire incident try to break out but rifle fire by warders assigned to the outer walls prevents any escapes. Several officers, warders and prisoners are injured (see looking one or more prisoners killed) but there are no fatalities.

The Firearms Act consolidates existing firearms legislation to include imitation firearms and other weapons and its amendment. The Crown's coronation exemption from the requirement to hold a firearm certificate is included in Section 28 and shotguns having a barrel length of twenty inches are not included in the definition of a 'firearm'.

HISTORY

Tinajas, connected with an unarmoured armed response vehicle (each built on gun parts) imported from the US, Police unknown.



433B - Armed roadblock, believed to be by Devon County Constabulary



1938

War Propositions The Secretary of State for Scotland, John Colville, is asked whether the Glasgow Police receive revolver practice as a part of their regular training and, if so, was that practice instigated before or after September 1939? He replies: No, Sir. There has been no departure from the settled policy that for ordinary police duties the police shall not carry firearms, but for certain special duties, such as the guarding of specially vulnerable points against sabotage, it has always been recognised that the police were permitted to carry arms.

Constable William Sheriff (Dumfries) is with Constable William Stafford at night when they are called to a car-stop by a woman who has seen a light around. They find that the bolts on the back door have been removed and, leaving Stafford at the back, Sheriff goes to the front. Two men, Vincent Geller and William Appleby, leave out of the front window and Sheriff gives chase. He is shot and killed as he carries the two menly. When he is arrested, Appleby blames Geller for firing the fatal shot and Geller claims that he was at home in bed at the time. Both are convicted and sentenced to death. They are executed at Derby.

The British State: Sirps. The first known use of tear gas by the police. Grenades (probably CN) are hurled from the army and used by the police at a night involving a man with a dagger at the night of the night, Robert Soley, in Hampshire.

Assaulted Chief Constable Robert Thompson (Edinburgh City) is shot and killed by a Alexander Macpherson, an RAF airport while driving his car to his police station during an air raid alert at night. Macpherson has been drinking and although he is on leave, he has his rifle and ammunition with him. He claims that it was his duty to fire at the car because it failed to stop after a challenge. At the High Court in Edinburgh he is found guilty of culpable homicide. He is also convicted of threatening to shoot an auxiliary fireman named John Walker and is sentenced to six months in prison.

1940

The Home Secretary Herbert Morrison is asked whether he has ensured that there is sufficient supply of firearms easily accessible so that all police and special police can, in emergency be adequately armed? He replies: It is not intended to arm all members of the police forces, but steps have been taken to supply the police with adequate numbers of firearms for their own protection, and to enable them to carry out any police duties for which arms may be required.

Thousands of US first issue .12 calibre Colt Police Positive revolvers (left) and ammunition are supplied by the War Office to police forces.

Constable Owen Davies (Cardiff) is shot and killed while questioning five youths in an air raid shelter in possession of a machine-gun taken from a Home Guard store. The killer is not identified.

1941

1939

War Propositions The Home Secretary Sir John Anderson, is asked, 'by whose authority chief constables are instructing their constables in many areas to rifle and revolver firing, and what is the object of such instruction?' He replies: There has been no departure from the settled policy that for ordinary police duties the police shall not carry firearms but for certain special war duties, such as the guarding of specially vulnerable points against sabotage, it has always been recognised that the police are engaged might need to carry arms.

During a meeting of the War Cabinet the Home Minister, Winston Churchill, asks whether it is time to fully arm the police. He directs that the matter be looked into.

Weapons held by gun drivers are commandeered. The pistols are issued to hand to private weapons for official use.

There is a personal issue of a Webley & Scott .33 calibre M/P model self-loading pistol to every officer of Inspector rank and above in the Met.



Canadian forces and British Lee-Enfield SMLE rifles together with ammunition are supplied to police forces.

Decisions are taken by the War Cabinet on the duties of the Police in case of invasion. The police should help with the evacuation of civilians and withdrawal as well. Armed officers should then join the members of the disposal of the military. If there is no leading by related parties or subordinates the police should do all in their power to overcome the enemy and prevent destruction of life or property. This is agreed by some chief constables who believe that engaging the enemy whether in isolated parties or not is the responsibility of the Home Guard.

1942

Webley .45 calibre revolvers replace Webley & Scott .33 self-loading pistols as a personal issue for all officers of the rank of Chief Inspector and above in the Met.

Canadian army soldiers are billeted around Alibonk, Bognor Regis and become regular features of the village. John Moore, deputy from the Royal Canadian Highland Light Infantry and police and soldiers mount a search for him in the area. Sergeant William Aris (West Sussex) finds Moore in an unoccupied house in Alibonk and is shot and killed. Moore disappears but he is eventually found at Ridge Hill in Northbourne. He is charged with murder but a court finds him to be sane and unfit to plead.

Tear gas grenades (probably CS) are borrowed from the army and used by the police in case involving unusually disturbed men with a slogan on Barry Road in East Dulwich in London.

Weapons issued for the working armament of the police are withdrawn although many forces retain the operational use weapons handed on by the public for official purposes and which cannot be returned to their original owners.

1943

1945

The question of police armament is discussed by the Central Conference of Chief Constables. Despite opposition from some chief constables it is agreed that facilities for modern weapon training should be given to the police i.e. they should be supplied with sub machine guns and grenades and given training in their use so that they can help to resist an invasion. No action appears to be taken by the Home Office.



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 divisions - all under 100 ft
 The 11, 12 and 13th
 divisions - all under 100 ft

Length of barrel - 4 inches
 Length of grip - 10 inches
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 Price - 100
 London's new legal system
 Price - 100

The police photograph in the London's new legal system

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 LONDON'S NEW LEGAL SYSTEM
 LONDON'S NEW LEGAL SYSTEM



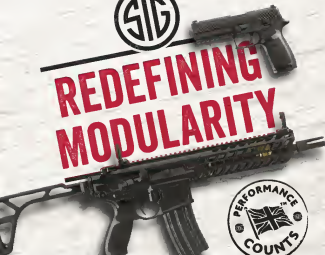
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Police History Series

1901-1945



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Forward Type	Alloy Bayonet
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Trigger Weight	4.0 lb / 5.5

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Overall Height	140 mm / 5.5"
Barrel Length	170 mm / 6.7"
Sight Radius	188 mm / 7.4"
Weight	633 g / 22.4 oz
Mag Capacity	12/14/15
Trigger	Double-Action Single
Trigger Weight	4.5 lb
Grip	Polymer Grip Module



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